

Unilever 2026 Statement to meet Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act

Unilever's sustainability strategy is focused on four key priorities: Climate, Plastics, Nature, and Livelihoods. Our Livelihoods ambition aims to address the impacts of inequality, which are sometimes associated with other human rights risks, including forced and child labour. Further details about our Livelihoods ambition and goals can be found on [Unilever.com](https://unilever.com).

Underpinning this strategy is respect for human rights, the non-negotiable foundation of Unilever's business. Our human rights strategy is grounded in the principles of effective human rights due diligence as laid out in the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#) and the [OECD Guidelines](#).

This document acts as an addendum to our [2026 Modern Slavery Statement](#), covering Unilever PLC and its group companies for the 12-month period ending 31 December 2025.

"In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above."

Gary Wade

President

May 2026

I have the authority to bind Unilever Canada Inc.

Governance and Commitment

Unilever has a clear policy framework that integrates respect for human rights into how we operate. Our policies help us set consistent expectations and standards for our business, our workers, and the business partners we work with, and to drive action enabled by clear responsibility and accountability. These include:

- Our [Human Rights Policy Statement](#), which sets out our overarching commitments relating to respect for human rights.
- Our [Code of Business Principles and Code Policies](#), which set out how we seek to ensure compliance with laws and regulations, protect our brands and reputation, and prevent harm to people and the environment. The Code of Business Principles clearly states that 'we will not use any form of forced, compulsory, trafficked or child labour', and our Respect, Dignity and Fair Treatment Policy states that Line Managers must not 'use child labour, i.e. individuals under the age of 15 or under the local legal minimum working age or mandatory schooling age, whichever is the higher'.
- Our [Responsible Partner Policy \(RPP\)](#), which details our expectations of our partners in relation to Business Integrity & Ethics, Human Rights, and Planet. Fundamental Principle 8 of the RPP requires that 'all workers are of an appropriate age and young workers are protected'. Fundamental Principle 8 outlines our expectation that remedial measures are implemented where workers under the age of 15 are identified, along with the mandatory management systems that all business partners must have in place.

Unilever also expects business partners to cascade equivalent requirements within their own supply chains and to carry out their own human rights due diligence, which helps to prevent child labour from entering the supply chain.

Identifying Risks and Impacts

We strive to effectively identify and assess potential and actual impacts to people, along with the root causes of these impacts. We also work to prevent risks from materialising, while monitoring new and emerging risks.

Our Own Operations

Our Business Integrity programme brings our company's values to life for all employees and helps them apply our ethical standards in their day-to-day work. The programme includes robust procedures and controls to help us detect and respond to potential and actual human rights impacts, including processes for line managers to follow when onboarding new employees to ensure appropriate age and right-to-work eligibility are verified.

We constantly seek to improve the analytics capabilities of our Business Integrity programme so that trends, hotspots, and root causes of potential and actual impacts are rapidly identified and addressed. This analysis is shared across the business, and development needs are addressed through local and, where appropriate, global plans. Further information about our Business Integrity programme can be found on [Unilever.com](https://www.unilever.com).

Our Value Chain

Unilever requires all high-risk business production item suppliers to undergo independent audit verification, using our preferred audit methodology – [SMETA](#). More information on our due diligence requirements for business partners can be found [here](#).

Rightsholder engagement is a key component of our human rights' due diligence approach, including in the identification of potential and actual human rights impacts. We gather insights about the experiences and issues that people in our value chain face, including through partnerships that use technology solutions such as mobile apps and survey platforms. These perspectives help inform us of the approach we follow in taking action to address impacts. Examples of our work can be found in our [2026 Modern Slavery Statement](#).

In 2025, our procurement team partnered with [LRQA](#), a global risk management partner, to conduct an impact assessment of a selection of the countries we source from and the commodities we procure. This analysis provided heat maps highlighting

forced labour and child labour risks and evaluated how we prioritise these risks to meet legislative human rights due diligence requirements. Findings highlighted opportunities to strengthen our processes for selecting locations for deep dive assessments, review our approach to segmenting suppliers and utilise the heat maps when prioritising focus areas in our strategic planning.

Acting to Prevent, Mitigate, and Remedy

Unilever responds to identified adverse human rights risks and/or impacts with consideration given to a variety of factors, including the location of the issue (whether in our own operations or in our value chain), the scale of the risk, and our leverage. Our work to address potential and actual human rights impacts that have been identified includes training and capability building to prevent and mitigate impacts, as well as remediation, including through collaboration.

Our Own Operations

All Unilever employees are expected to know our Code and Code Policies, including respecting human rights, and to understand how to apply them in their day-to-day work. Mandatory training on our Code and Code Policies is assigned to all employees. Our Business Integrity team and subject matter experts also support operational teams to develop additional materials tailored to meet local needs where required and seek to provide advanced guidance in specific areas covered by our Code Policies for employees in higher risk positions.

Our market-based Business Integrity Committees oversee investigations of potential breaches of our Code and Code Policies. Business Integrity Committees are responsible for ensuring the timely investigation of all alleged or suspected Code breaches by individual employees, with a view to reaching a final determination within 60 days. Further information about this programme can be found in the [Unilever Annual Report and Accounts 2025](#).

Our Value Chain

Business partners are expected to create a time-bound corrective action plan to address any issues identified. Where child labour has been identified, this could include, for example, providing financial support to the child's family to cover school fees and living costs until the child reaches the end of compulsory schooling or the minimum

age for work. Auditors carry out a review to verify that the issue has been satisfactorily resolved.

[Unilever's RPP Implementation Guidance](#) provides additional information on identifying indicators of child labour, particularly where risks are greater, such as when labour agents, subcontractors, or service providers are used. The Implementation Guidance also includes remediation steps where child labour is identified.

Capability building aiming to prevent and mitigate the risks of child labour is integrated within Unilever's supplier development programme, particularly where risks are higher, such as India, Indonesia, and Turkey. These efforts focus on strengthening suppliers' understanding of child labour risks and embedding measures to control risks in line with Unilever's Responsible Partner Policy and local legal requirements. Further information about this programme can be found [here](#).

Unilever continues to engage with the [International Labour Organization \(ILO\)](#) on prevention of child labour, including participation in the [ILO Child Labour Platform](#) and India-focused working groups in 2025. Through this engagement, Unilever contributes to dialogue and learning on child labour risks and good practices in high-risk sectors such as agriculture. Child labour considerations are reinforced through internal and supplier-facing discussions and training on human rights due diligence, including age thresholds, hazardous work prohibitions, and remediation expectations, in line with ILO standards and national legal frameworks.

Monitoring Effectiveness and Impact

We monitor the effectiveness of our strategy and report regularly on our progress through our governance framework. In addition, we provide regular updates on Unilever.com about our human rights due diligence work, including findings of assessments and lessons learned.

Key metrics:

- ✓ Over 550 buyers across the global procurement function attended training sessions on the RPP, which includes child labour.

- ✓ 86% of suppliers were compliant with the RPP in 2025, which includes requirements on effective due diligence to prevent child labour.
- ✓ No substantiated incidents of child labour were identified in 2025 within our own operations and value chain.

Gary Wade

President

May 2026